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ABSTRACT

Labor force participation and occupational structure and their changing trends in our society are addressed in this paper. The problems of not being able to find employment are also important, and unemployment is also examined. Findings indicate that there are declining proportions of males in the labor force with greater decline among black males than among white males. There is some evidence of increasing labor force participation among younger black males. Both black and white females show increasing rates of labor force participation, with white females having lower rates but increasing more rapidly. Blacks have approximately twice the unemployment rates of whites. While whites still show generally lower rates than blacks, the differences are not as great within age by education by sex categories. The cohort analysis of occupational trends indicates that black females are making more rapid occupational gains than are black males. When the ratio of black to white median earnings is taken as a measure of income differential and this ratio is examined by years of education, it is found that based on males who worked 50-52 weeks out of the year in 1969, the ratio of black to white earnings declines with increasing education all the way up through sixteen years of education. (Author/AM)

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BLACKS IN THE LABOR FORCE IN THE UNITED STATES

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Participation in the labor force through employment in some occupation is the means by which one earns a livelihood, not only in contemporary American society but in virtually all societies around the world. The occupation one follows may determine social status as well, and vice versa. For these reasons it is important to examine labor force participation and occupational structure and their changing trends in our society. The problems of not being able to find employment are also important and therefore unemployment will be examined.

Labor Force Participation

Looking first at the recent trends in percent of the population in the labor force, we have Figure 1 which shows that the proportion of both black and white males in the labor force has been declining slowly but steadily since 1948. The decline in labor force participation has been slightly greater for black males than for white males, especially since the early sixties. In 1973 approximately 73 percent of black males were in the labor force while approximately 84 percent of white males were in the labor force. It is important to remember that being in the labor force includes both the employed and the unemployed so that this decline in labor force

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participation by black males cannot be directly attributed to high rates of unemployment. However, one possible explanation lies in these high rates. If rates of unemployment are high, then it is possible for a person to become discouraged and simply withdraw from the labor force and the working world. We will examine unemployment in more detail later.

Figure 1 also shows the participation of black females in the labor force. It has long been a common fact that black females have had higher labor force participation rates than white females. However, the gap between black and white females in labor force participation is narrowing primarily as a result of increasing labor force participation by white females. The labor force participation of black females has increased slightly since 1948 with several ups and downs but has been relatively stable since about 1965. About 1965 the rate of labor force participation of white females began increasing more rapidly and is still increasing in such a way that in the future the proportion of black and white females that are in the labor force may be approximately the same.

Figure 1 has shown us simply the proportion of the population 16 years of age and over that is in the labor force and has made no adjustments for differences in age distribution, differences in place of residence, etc. It is important to consider these factors in order to understand the picture better. Figure 2 shows us the percent of the black males in the labor force by age in 1970. We also see here the percent in the labor force for all black males in the U.S., for black males in the South and for black males in rural areas. The black males in rural areas are almost entirely in the South so this information can be compared with other black males in the South to get some indication of the labor force participation of urban

blacks in the South. It is interesting that the curves for black males in the south and black males in the U.S. are almost identical. In other words, the labor force participation of black males in the South is not significantly different from the labor force participation of black males elsewhere in the U.S. The participation rates are slightly higher in the South for young adults and slightly lower at older ages but the differences are not important. The important difference here lies in the lower labor force participation rates of the rural population. It must be remembered here that rural includes rural farm and rural nonfarm. In other words, most of the blacks in rural areas are not in agricultural occupations. The lower labor force participation rate of these rural black males is important and is doubtless a factor contributing to rural black poverty. However, it is also likely that the scarcity of employment in many rural areas has been such that many black males have withdrawn from the labor force through discouragement and inability to find employment. The lower labor force participation rate of black males in rural areas, however, cannot be used as an explanation for the increasing gap in labor force participation rates between white and black males because the proportion of blacks in rural areas has not been increasing.

Figure 3 shows labor force participation by cohorts. Let us look first at the black females in the upper right hand corner. This figure shows the labor force participation of black females for the period 1940-1970 by cohorts. In the lower line on the right, the first triangle indicates age 45-54. This line represents the labor force participation of that cohort which was 45-54 in 1940. They are labeled as the 1910 cohort because they entered the labor force about 1910 and were 45-54 when the

first information was available on them in 1940. At that point approximately 39 percent of these women 45-54 in 1940 were in the labor force; in 1950 when these women were 55-64, the percent in the labor force had dropped to approximately 31 percent, and in 1960 when they were 65 and over, only about 12 percent were still in the labor force. The line just above this (with the open circles) picks up the cohort of 1920 for whom our first information again came in 1940 when they were 35-44 years of age. At this point approximately 44 percent of them were in the labor force and in 1950 when they were 45-54 years of age approximately 43 percent were in the labor force. The percent in the labor force continued to decline with their increasing ages. In other words, this cohort presentation shows the labor force participation rates of the same groups of women over time as they became older.

If we concentrate for a moment on the labor force participation of black females aged 35-44, we see that those women who were 35-44 in 1940 had about 44 percent in the labor force. Those who entered the labor force ten years later and were 35-44 in 1950 had approximately 48 percent in the labor force. Those in the next cohort who entered the labor force in 1950 and were 35-44 in 1960 had 55 percent of their members in the labor force. Those who entered the labor force in 1950 and were 35-44 in 1960 had 60 percent of their members in the labor force. Thus we see that the labor force participation of each cohort has been increasing not only with the age of the cohort, but each successive cohort has had higher levels of labor force participation.

If we look at those aged 14-24, we see that there has been relatively little variation in the proportion of this group in the labor force in the period 1940-1970 but that after this age each successive group has increased

its labor force participation at a faster rate than did the previous cohort. This would indicate that we can expect this trend to continue and as the black females who were born during the baby boom (which lasted until approximately 1960) enter the labor force in increasing numbers, we can expect to see increasing proportions of total black females in the labor force even though Figure 1 shows a trend toward leveling. This extrapolation of present trends does not take into consideration changes in trends that are developing or might develop.

The pattern of labor force participation of white females is similar to that for black females in that each succeeding cohort has shown higher levels of labor force participation. The two sets of drawings are different however in two important aspects. All cohorts of black females have shown a decreasing labor force participation after age 45-54; whereas among white females, only one of the three cohorts passing this age has shown a decline in labor force participation, the other two having shown increases in labor force participation during these ages. Since the most recent white female cohort is the one that shows the decline in labor force participation following ages 45-54 one might suggest that white females are beginning to follow the pattern that has been shown by black females for the past thirty years.

The other way in which the white female pattern differs significantly from the black female pattern is in the change in labor force participation following age 14-24. All black female cohorts show sharp increases in labor force participation as the group moves to age 25-34 whereas only one of the three white female cohorts shows an increase in the labor force participation during these ages. The other two show no change and this is

the result of the phenomenon usually referred to as dropping out of the labor force during the early child-bearing and child-rearing years. In net effect on the cohort however, we do not see any decrease in labor force participation but simply a failure to show an increase in labor force participation during these young adult years. However, the most recent white female cohort does show a sharp increase in labor force participation during these ages and this again is the pattern which has been followed by black females for at least the past thirty years and may indicate again a convergence in patterns between the two groups. This is also a possible consequence of women's lib which tends to encourage women to get out of the home and "do their own thing." Another important aspect of the white female patterns is the sharp increase in labor force participation in 1970 among those white females 14-24 years of age. I am willing to speculate that this group will continue to show increases in labor force participation as they move to age 25-34 in 1980 and that these sharp increases in labor force participation among younger white females is the basis for the overall increases in labor force participation of white females shown in Figure 1.

Let us next turn to the labor force participation of male cohorts. Looking first at white males we see that the patterns followed by each successive cohort are almost identical to the pattern followed by the earlier cohort and there is relatively little indication of change in pattern of labor force participation. The largest differences between cohorts are at ages 35-44 but there is no trend to the pattern. There was a decrease in labor force participation of white males aged 14-24 between 1960 and 1970.

Among black males from age 35 on each more recent cohort has without exception shown lower rates of labor force participation than the

preceding cohort, thus we see that the decline in labor force participation of black males has been present in all ages over 35 in all cohorts for the last forty years. At ages 25-34 we see a quite different picture. In this age group between 1940 and 1950 there was a sharp decline in labor force participation but from 1950 to 1960 and again from 1960 to 1970 this age group has shown increases in level of labor force participation, the increase from 1960 to 1970 being nearly ten percentage points. Given this changing pattern at age 25-34 it is difficult to project where the trends are leading. However, it does seem safe to project that for those black males who were beyond this age group in 1970 we will expect to see further decreases in labor force participation.

It is interesting to point out that for both white and nonwhite males, declining levels of labor force participation for cohorts begin at ages 35-44. For females, labor force participation does not start declining for another ten years, at least. It is possible, of course, that part of the increase in female labor force participation in these ages is a consequence of the decreasing male labor force participation. Summarizing this section on labor force participation we can say that the patterns of white female labor force participation are changing in ways that will make them more similar to patterns of black female labor force participation, and that for both groups we can expect to see increasing rates of labor force participation particularly among the youngest members of the labor force. For black males the picture is mixed although it seems safe to say that we can expect decreasing rates of labor force participation among older black males and perhaps increasing rates among the younger black males.

The very sharp drop in proportion of black males in the labor force in 1970 at the age 14-24 is doubtless due, at least in part, to increased school enrollment. However there are some other factors also present that need further research. Of the black males 16 years of age in 1950 that were not enrolled in school 71 percent of them were in the labor force. This same 16 year old group not in school in 1970, only 32 percent were in the labor force. Thus, black males aged 16 and not in school have cut their labor force participation 50 percent between 1950 and 1970. There have also been declines among white males 16 years of age not in school but not this order of magnitude. This is an interesting area for further research.

Unemployment

Being a "labor force participant" does not necessarily mean that a person is employed because the labor force is made up of both the employed and the unemployed. Therefore, we must consider the unemployment rates. Figure 4 shows the unemployment rates of nonwhite males 20 years of age and older from 1954-1973. This figure simply documents a frequently stated fact that unemployment rates of nonwhites are approximately twice as high as the unemployment rates of whites. In order to understand this better, however, we need more detailed information regarding these unemployed. Figures 5 and 6 provide this information showing unemployment rates for white and nonwhite males and females by age and years of school completed for 1970. The white unemployment rates are still lower than the black unemployment rates but when age and education are taken into consideration, the discrepancies are greatly reduced except at the youngest ages. In ages under 20 the white unemployment rates are significantly lower than the black unemployment rates in most educational categories, although in some the

difference is very slight. It is to be hoped that the differences in unemployment rates of blacks and whites of the same age and educational level will decrease. However, even if there are few changes here, we can expect to see a decreasing difference in the over-all employment rate of blacks and whites given the rapid increase in educational level that is being achieved by the black population.

Two minor points might be made in connection with Figures 5 and 6. Among males the white unemployment rates are virtually without exception lower than the black unemployment rates except for those individuals who have a college degree. Among these people, black males 40 years of age and over have slightly lower unemployment rates than do white males. This same pattern is accentuated among black females, those having at least a bachelor's degree having appreciably lower unemployment levels at nearly all ages. Surprisingly enough, older black females, with the lowest levels of education also have slightly lower unemployment rates than white females.

Occupations

Previous research has indicated that most of the differential in average incomes between whites and blacks is due to the patterns of occupational employment rather than to differences in rates of pay within an occupation. Since this is the case it is important to look at the occupational distribution of whites and blacks and to examine the trends in these employment patterns in order to see where pressure should be put for change and to see what we might expect from the present trends. Figures 7 through 28 show the occupational patterns by cohorts for the period 1940 through 1970. The data used in constructing these figures were for the employed population

not the total labor force; also the base used in computing the percentages in the occupation was total number in the age category rather than the number of that age that were employed. This effectively removes the effect of changing patterns of labor force participation during this thirty year period.

Professionals. Let us start by looking at Figure 7, the distribution within cohorts of males employed in professional occupations between the years 1940 and 1970. Again, cohorts are identified by the year in which they entered the labor force, that is the year in which they were 14 to 24 years of age. The oldest cohort is the 1910 cohort although the first information we have on them is for 1940 when they were 44-54 years of age. The dashed lines represent the changing proportions of black males in professional occupations with increasing age. The solid lines show similar data for white males. It is not surprising that the proportion of white males in professional occupations is higher in all cases than corresponding proportions of black males, but it is interesting to note that the black cohort of 1940 very nearly matches up with the white cohort of 1910. Similarly, the black cohort of 1950 matches the white cohort of 1920, and the black cohort of 1960 matches the white cohort of 1930. One might reasonably conclude from this that the employment of black males in professional occupations is lagging about thirty years behind employment of white males in this respect. A comparison of these cohorts does indicate some closing of the gap between black and white males in professional occupations but the rate of closure is relatively slow. Black males 14 to 24 in 1970 started off at a point midway between 1940 and 50 white cohorts indicating perhaps a five year gain

on the thirty year gap. It will be interesting to continue following these cohorts and see if the black cohorts follow the same patterns laid down by the white cohorts thirty years earlier. It is to be hoped that they will show higher proportions in the professional occupations than did the similar white cohorts of thirty years earlier, but only time will tell.

If we turn to Figure 8 to see a similar comparison of black and white females in professional occupations we get a quite different picture. The black and white female cohorts of 1910 were about the same distance apart as the 1910 cohorts of black and white males. However, each succeeding black female cohort shows significant gains on the earlier white cohort, and the 1950 black and white cohorts are surprisingly close. The 1960 cohorts are similar although the black females are lagging further behind at this point than the 1950 cohort. The beginning points for the 1970 cohort (those who are aged 14 to 24 in 1970) are quite far apart for black and white females, but since this is partially a function of school enrollment these beginning points may not be too significant.

A comparison of these two figures does indicate that the gap in professional employment of blacks and whites is quite wide for males but nearly eliminated for females. This is possibly a reflection of the generally higher levels of education of black females and probably also reflects less resistance to upward mobility on the part of black females than to upwardly mobile black males.

Managers. If we look at Figures 9 and 10 which show employment in managerial occupations, we again see that the black and white females are more similar in their employment characteristics in this occupational group than are the black and white males, although the whites have higher propor-

tions in both cases. Among the females the black female cohort of 1960 matches onto the white female cohort of 1930, again suggesting a thirty year gap in the employment patterns of black females in managerial occupations. For males, no black cohort approaches a white cohort so that the gap here is even greater. The differences in slope of the cohort lines for black and white males indicates that given present trends the gap in employment of black and white males in managerial occupations is likely to be with us for a long time.

Clerical Occupations. Looking at Figure 11 we see a comparison of the patterns of employment of black and white males in clerical occupations. Black males here are at least approximating the levels of employment of white males but the patterns are quite different. White males show an increase in employment in this occupational category until age 25 to 34, then a leveling or decline of employment in this category with increasing age. Black males show increasing employment in this category until ages 55 to 64 rather than a leveling and decline. This doubtless reflects the fact that this category represents different things to the two groups. For many black males, employment in clerical occupations represents upward mobility whereas for white males, for whom more and better opportunities are available, this may represent stable or dead-end employment. Therefore we see evidence of white males moving out of this occupational category with increasing age.

For females in clerical occupations (Figure 12) the patterns of employment seem similar for blacks and whites although the gap between black and white females in this occupational category actually increased until the 1930 cohort when the gap was widest. However, the 1960 female cohorts are

quite close together indicating that between 1950 and 1970 black females have succeeded in closing most of the gap between themselves and white females in this occupational category. The trends would indicate very favorable outlooks for continued improvement in employment in this occupational category for both black males and females.

Sales. Figures 13 and 14 show the patterns of employment for ^{males} ~~black~~ and ~~white~~ females in sales occupations. Here again, the patterns of employment for males are quite widely separated and the trends indicate little closing of the gap between the two groups. For females, the separation is not as great, and a projection of the trends indicates that the gap will continue to close. Successive cohorts of black females are showing significant increases in proportions employed in sales occupations while the proportion of white females employed in sales occupations seems to have stabilized, at least from the ages 25-39 and above. This again probably reflects the fact that for white females, sales occupations are likely to be a dead-end, and better opportunities are available. For many black females moving into a sales occupation represents upward mobility.

Craftsmen. Figures 15 and 16 show employment as craftsmen and related occupations. Less than one percent of females are employed in crafts occupations so this is not an important occupational category for females; nevertheless it is interesting to note that the black females have improved their relative position in this occupation until the cohort of 1960 actually shows a higher percentage employed in crafts occupations than does the corresponding white cohort.

For males this is an important employment category and the one in which black males show some of their greatest gains in relative employment.

Here again, however, the closest match between black and white cohorts is the white cohort of 1930 and the black cohort of 1960 indicating again something in the order of a thirty year lag for black males in this occupational category. However, the black category of 1960 does lie slightly above the 1930 white category, and the pattern of increasing rates of employment in this category by black males and of smaller increases of employment by white males would indicate convergence here in less than thirty years.

Operatives. Figures 17 and 18 show employment patterns in operative and related occupations. Approximately twice as large a proportion of males as females are employed in this occupational category, and it is an important occupation for both sexes. For both males and females the black cohorts of 1910 were considerably behind the corresponding white cohorts, but the gains by blacks have been such that the more recent cohorts have far exceeded the employment rates of whites in this area. Here again, we have an occupational category that represents relatively better conditions for blacks than it does for whites, hence is a more desirable occupation for them. This, of course, is because the alternative for many blacks is employment as laborers whereas whites are more likely to have employment opportunities in better paying occupations.

Service Workers. Figures 19 and 20 show cohort employment in the occupational category of service workers except private household. There are indications that it is into this occupational group that many of the agricultural workers moved as they left agriculture and the category into which some laborers are able to advance. It is not a desirable occupation in terms of financial rewards, and therefore it is not surprising that we find higher proportions of blacks than of whites employed here in all corresponding

categories. The differences between males and females, however, are quite striking. Among males the employment patterns of black and white cohorts do not overlap at any point with all the black employment portions lying well above the white figures. For females, the black and white cohorts of 1910 were relatively similar and close together and the corresponding cohort lines for blacks have continued to show rapidly increasing proportions employed in this occupational category, while white females have shown some increases but not large ones. Much of the increase in this occupational category among black females has come from black females leaving private household work. The trends shown by the patterns of figures 19 and 20 would indicate that the black-white male differences will remain about as they are now, while the black-white female differences will probably increase with even larger proportions of black females in this occupational category. This occupational category represents a financial improvement for many black females leaving low paid private household work, or low paid laboring occupations.

Private Household Work. Figures 21 and 22 show patterns of employment in private household work. This is not an important category of employment for males, less than one percent of all males being in this category in 1970. However, Figure 21 does show the striking and consistent reduction in employment of black males in this area. The employment of white males also shows declines, but not nearly as large or striking as those for black males. For black and white females, the patterns are also quite different with less than five percent of white females being in this occupational category whereas the proportion of black females in this category has in the past been as high as 20 or 25 percent. Like the black males, the black female cohorts show sharp drops in employment in this occupational category and the

proportion employed in this category at ages 14 to 24 in 1970 was quite similar for whites and nonwhites being less than two percent in both cases. The outlook is for further declines in proportion employed as private household workers.

Laborers. Figures 23 and 24 show employment of laborers except farm and mine. Less than one percent of females are employed in this category. It is one of the low wage occupations, and therefore, it is not surprising to find higher proportions of blacks among both males and females. For males there is a large gap between the proportions of blacks and whites employed as laborers with more blacks being in this category, but blacks show fairly sharp declines from one cohort to the next. The proportions of white males employed in this category are reasonably stable at about five percent with proportions declining with increasing age. Blacks tend to show some increase in this occupational category during the early years in the labor force and then declining proportions beginning at ages 25-34. Among the 14-24 year olds in 1970, however, black and white males had essentially identical proportions in this category, about six percent.

Agriculture. Figures 25-28 document the rapid decline of blacks in agriculture. Not only has the proportion in agriculture declined with each succeeding cohort, but within each cohort the proportion in agriculture has declined with increasing age. The decline with an increase of ten years of age has not been as great as the decline between two cohorts ten years apart, therefore, the blacks still in agriculture include a disproportionate number of older individuals.

Summary

There are declining proportions of males in the labor force with greater declines among black males than among white males, apparently due to declines in labor force participation of black males after the age of 35. There is some evidence of increasing labor force participation among younger black males.

Both black and white females show increasing rates of labor force participation, with white females having lower rates but increasing more rapidly. The cohort analysis indicates that both groups will continue to show increasing labor force participation due to the higher beginning levels of labor force participation of young females.

Blacks have approximately twice the unemployment rates of whites. While whites still show generally lower rates than blacks, the differences are not as great within age by education by sex categories. In a few categories of females with most and least education, black females have lower unemployment rates than similar white females. A similar reversal of pattern is found among males over 45 years of age with 16 or more years of education.

The cohort analysis of occupational trends indicates that black females are making more rapid occupational gains than are black males. In the Professional and in the Craftsmen occupations, black males have employment patterns similar to those of white males 30 years ago. Black females in these occupational categories have employment patterns very similar to those of their white contemporaries. In the managerial category black females have employment patterns similar to white females 30 years earlier. Black

male employment here is so low that it is not comparable with even the earliest white male cohorts.

In clerical occupations black male employment lags behind that of white males but is of the same order of magnitude. Black females in this area have closed the gap between themselves and white females. In sales occupations, black males are far below the employment levels of white males, but among females the gap is rapidly closing.

Among Operatives employment of black males and females is at higher levels than for whites, though the cohort of 1910 showed the reverse pattern.

In the lower paying occupational categories of Service Workers and Laborers, blacks have higher employment rates than whites. The gap is narrowing among Laborers, but there is little indication of change in the gap among Service Workers.

The large reductions in employment of blacks in Private Household work and in Agriculture represent continuing trends. The gaps in relative employment of blacks and whites in these areas are rapidly disappearing. Both black and white females, 14-24 years of age in 1970, had less than two percent employed in private household work.

Speakers on education and on income have pointed out some of the prerequisites of the occupational structure and some of the rewards from the occupational structure. However, it is well at times to consider all of these together. We can take the ratio of black to white median earnings as a measure of income differential. Obviously, if this value is above one blacks are earning relatively more than whites and vice versa. If we look at this ratio for males who worked 50-52 weeks out of the year in 1969

and examine it by years of education we find that the ratio of black to white earnings declines with increasing education all the way up through 16 years of education. With graduate work, the ratio then jumps sharply, showing that additional education at this point is relatively profitable but that the returns for increasing education up to that point show relative (though not absolute) declines for black males. For females we see the reverse, the ratio increases for all levels of education, thus providing more real incentive for education for females than for males. For females the ratio of black to white earnings gets above one for several age-education-occupation categories, but not for any of the male categories. Steps need to be taken to make financial rewards for black males more equitable.

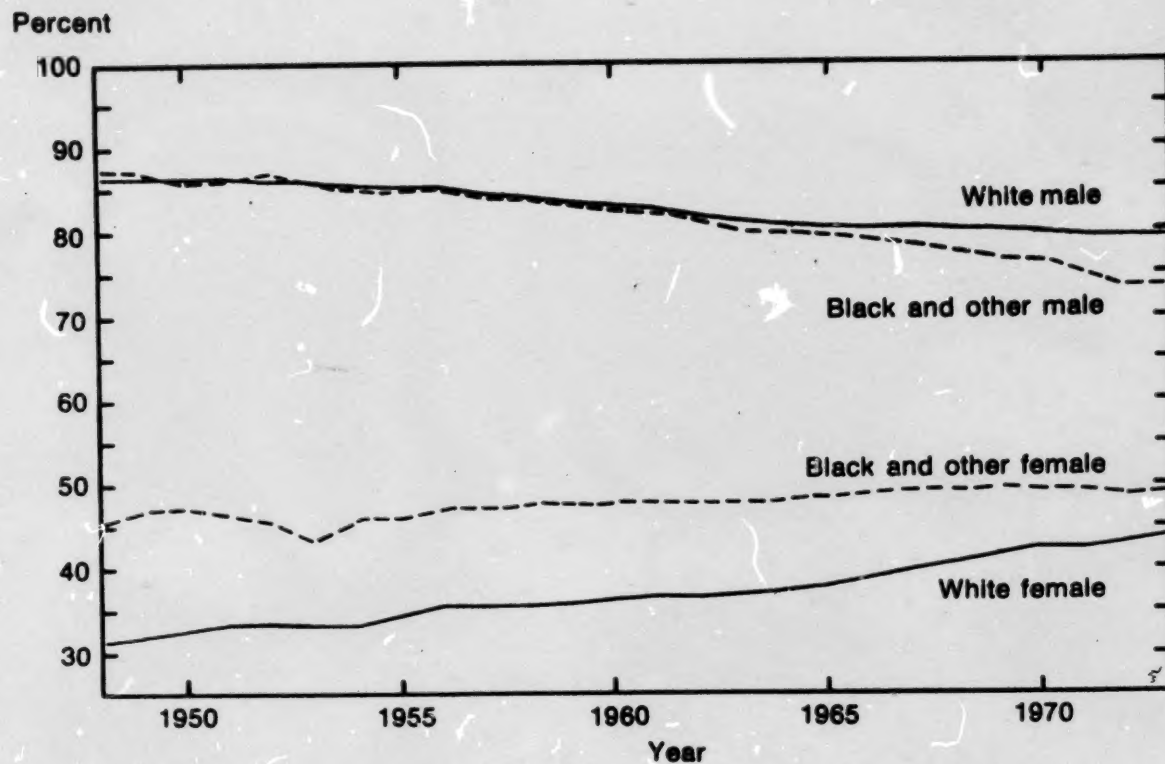


FIGURE 1. CIVILIAN LABOR FORCE PARTICIPATION RATES BY COLOR AND SEX, 1948-1973.

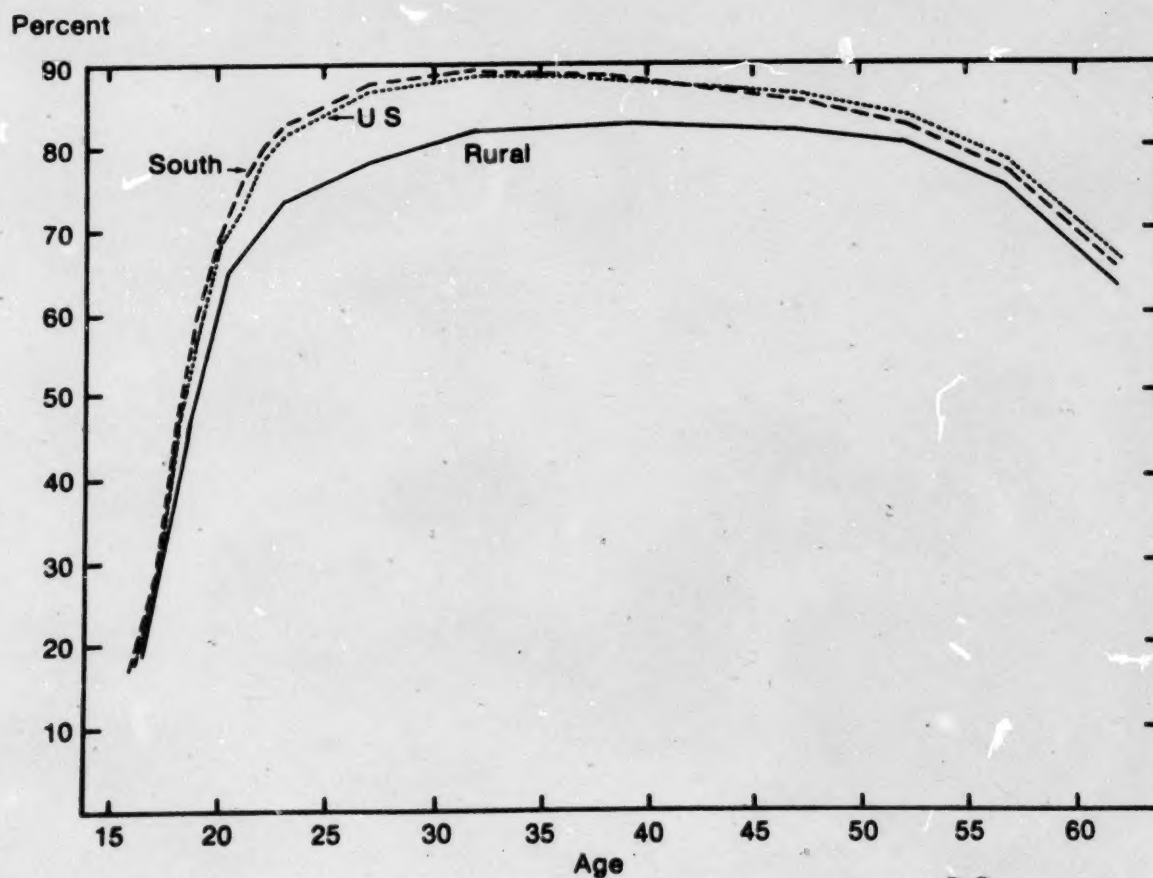


FIGURE 2. PERCENT OF NEGRO MALES IN THE LABOR FORCE BY AGE AND RESIDENCE, 1970.

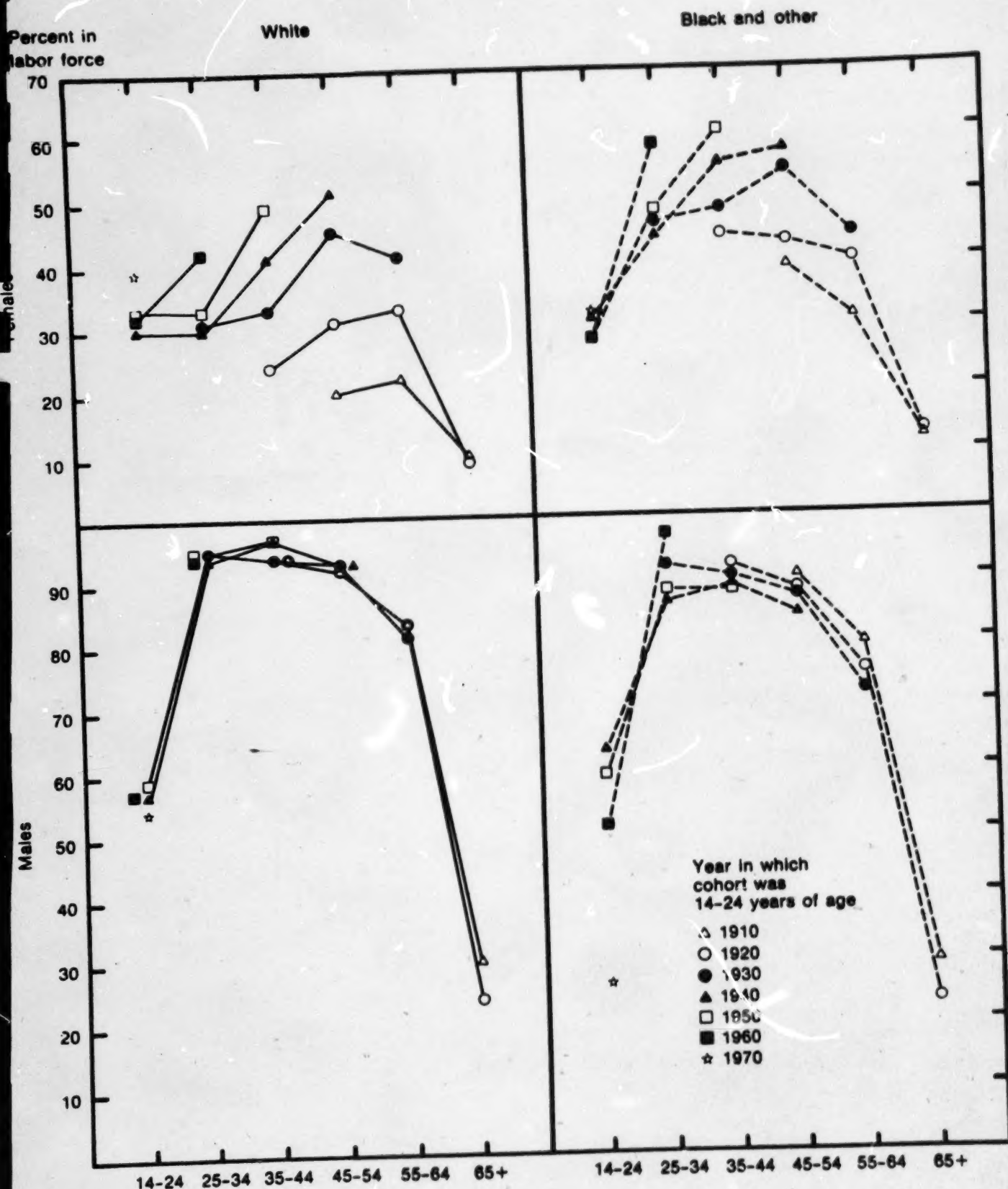


FIGURE 3. LABOR FORCE PARTICIPATION RATES WITHIN COHORTS BY COLOR AND SEX, 1940-1970.

Percent Unemployed

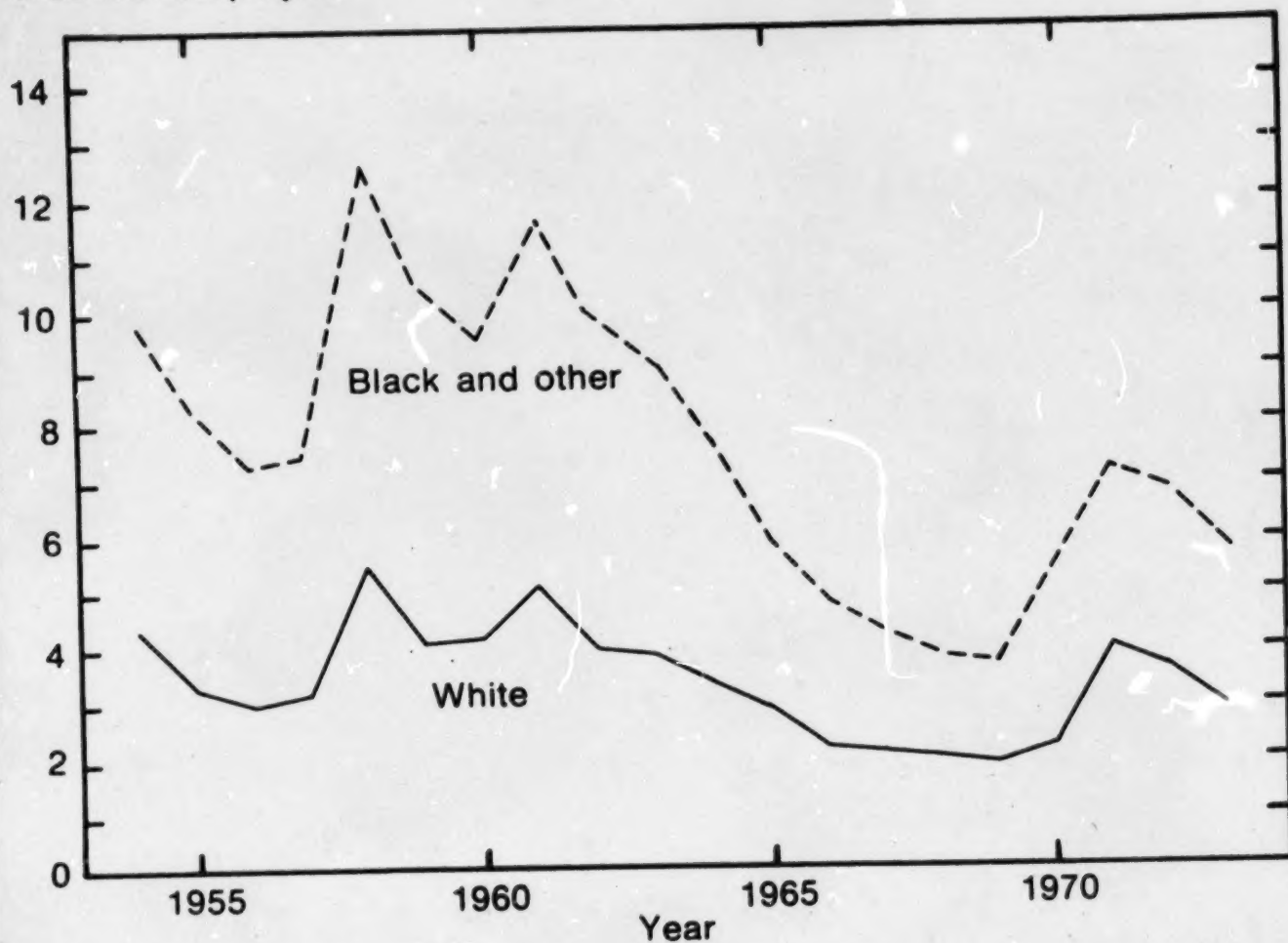


FIGURE 4. PERCENT OF MALES UNEMPLOYED BY COLOR, 1954-1973.

Percent unemployed

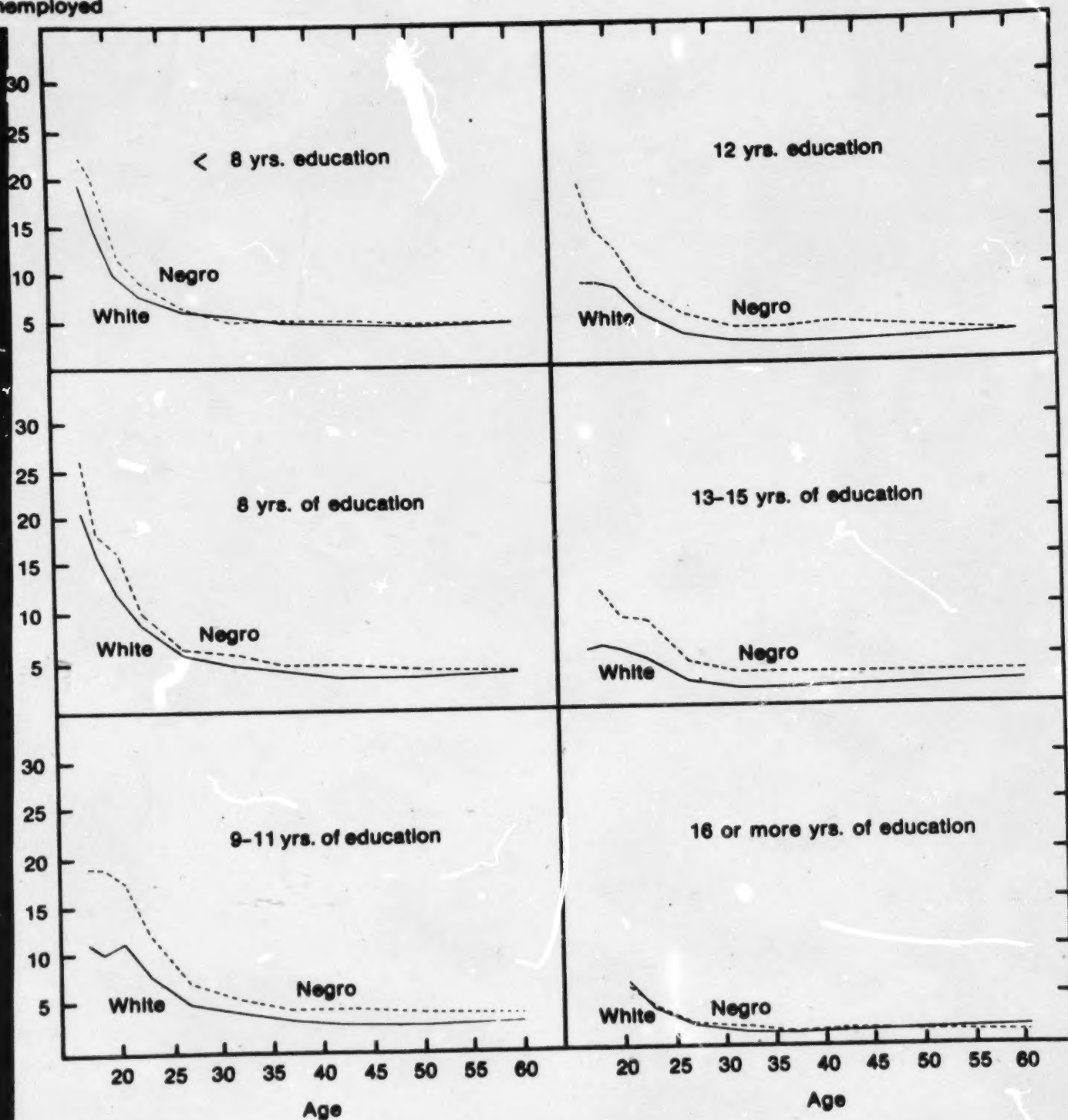


FIGURE 5. PERCENT OF MALES UNEMPLOYED BY COLOR, AGE, AND LEVEL OF EDUCATION, 1970.

Percent
unemployed

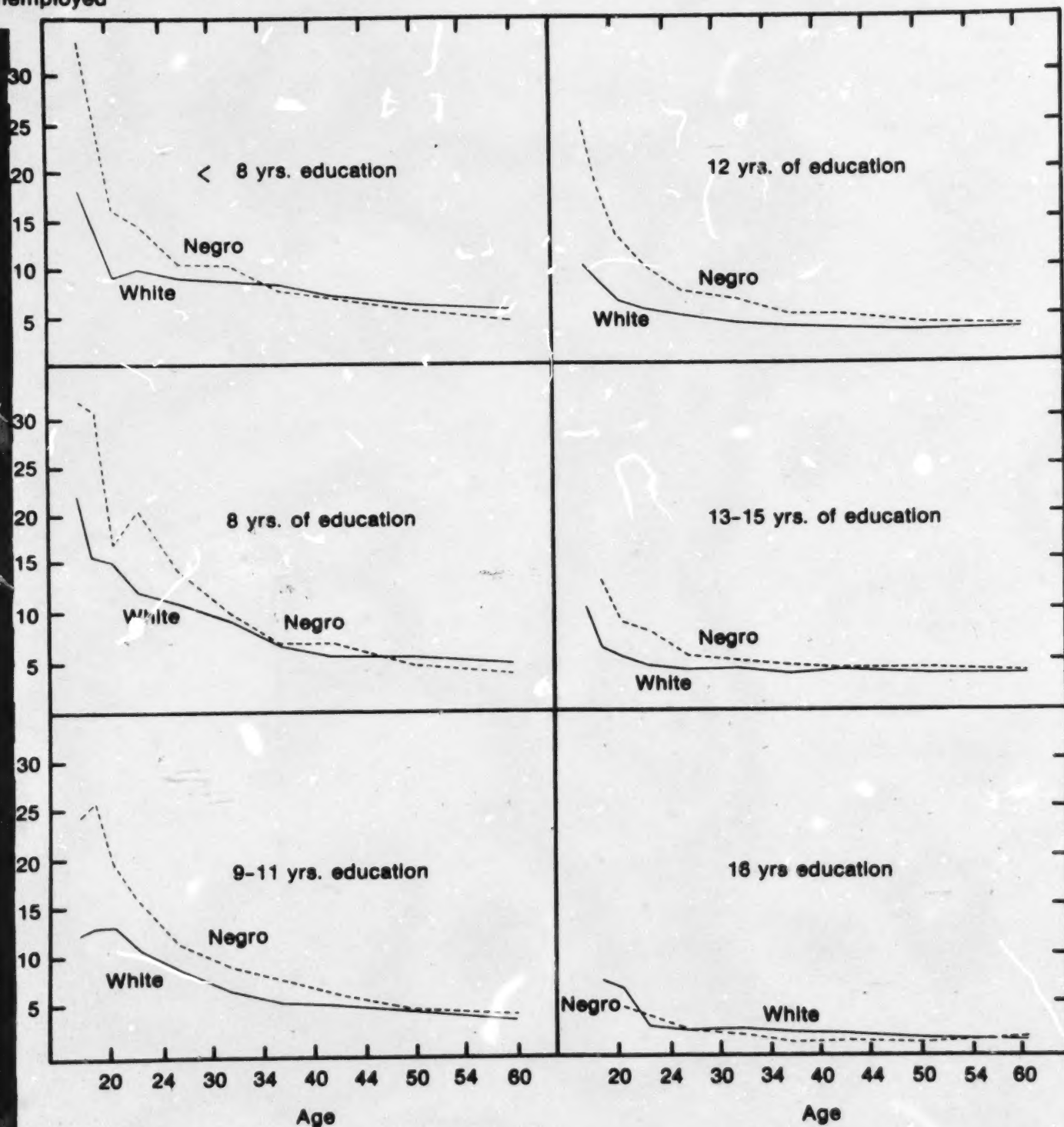


FIGURE 6. PERCENT OF FEMALES UNEMPLOYED BY COLOR, AGE, AND LEVEL OF EDUCATION, 1970.

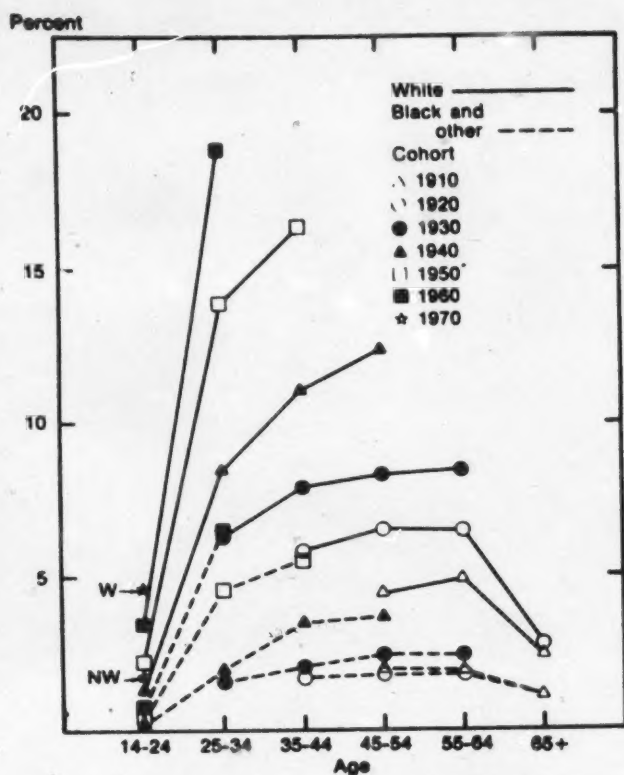


FIGURE 7. PERCENT OF MALE COHORTS IN PROFESSIONAL OCCUPATIONS BY AGE AND COLOR. (COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

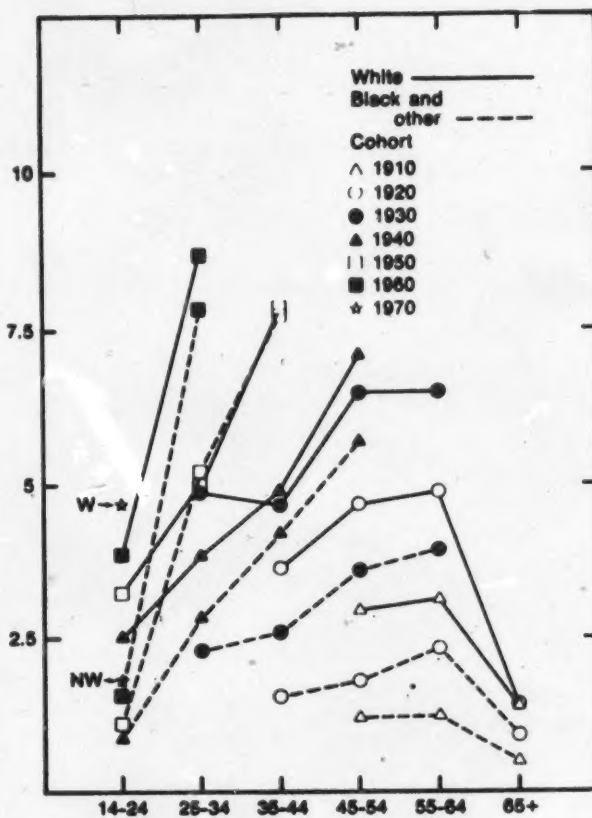


FIGURE 8. PERCENT OF FEMALE COHORTS IN PROFESSIONAL OCCUPATIONS BY AGE AND COLOR. (COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

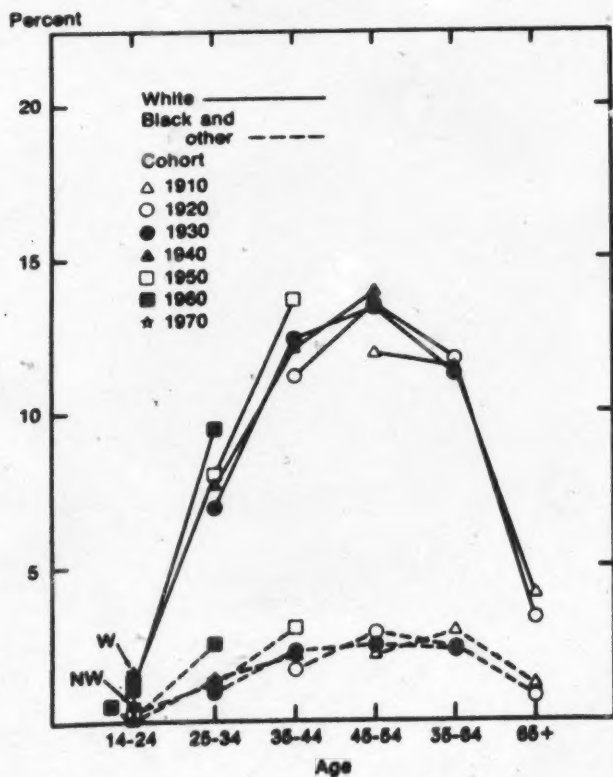


FIGURE 9. PERCENT OF MALE COHORTS IN MANAGERIAL OCCUPATIONS BY AGE AND COLOR. (COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

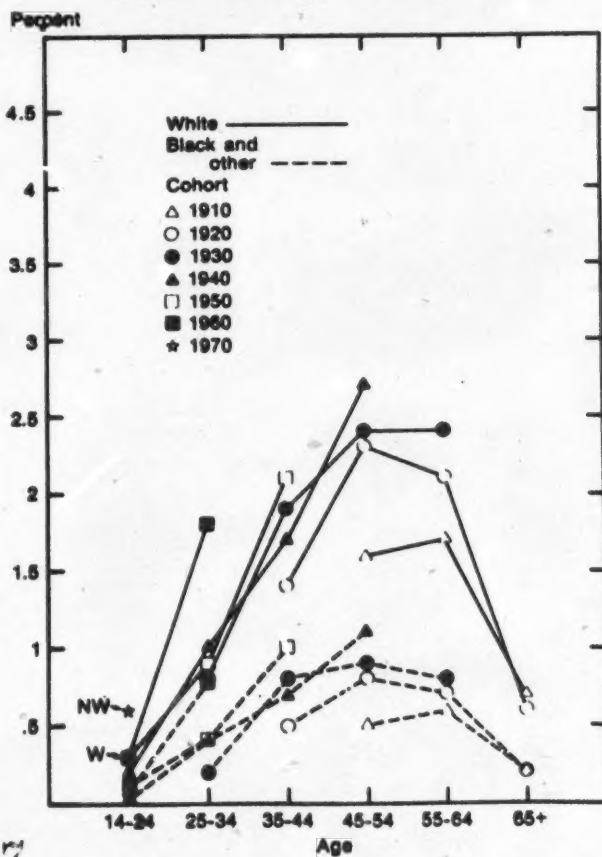


FIGURE 10. PERCENT OF FEMALE COHORTS IN MANAGERIAL OCCUPATIONS BY AGE AND COLOR. (COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

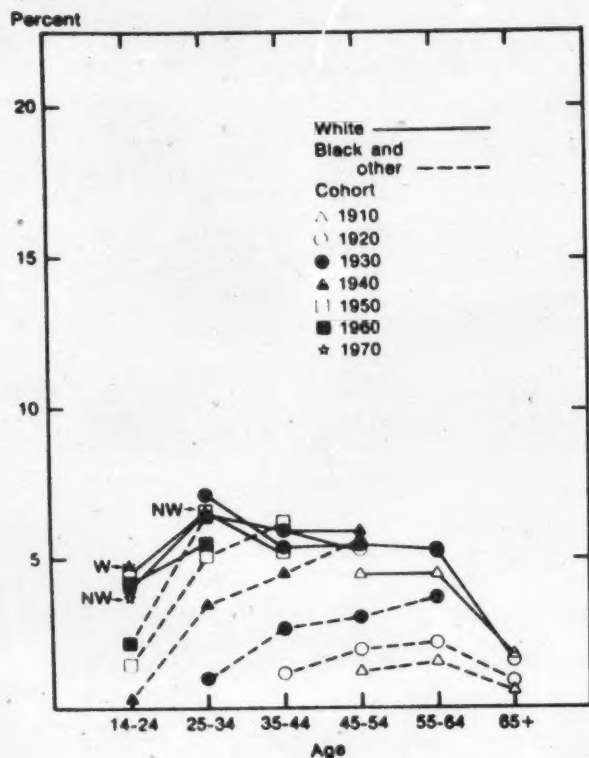


FIGURE 11. PERCENT OF MALE COHORTS IN CLERICAL OCCUPATIONS BY AGE AND COLOR.
(COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

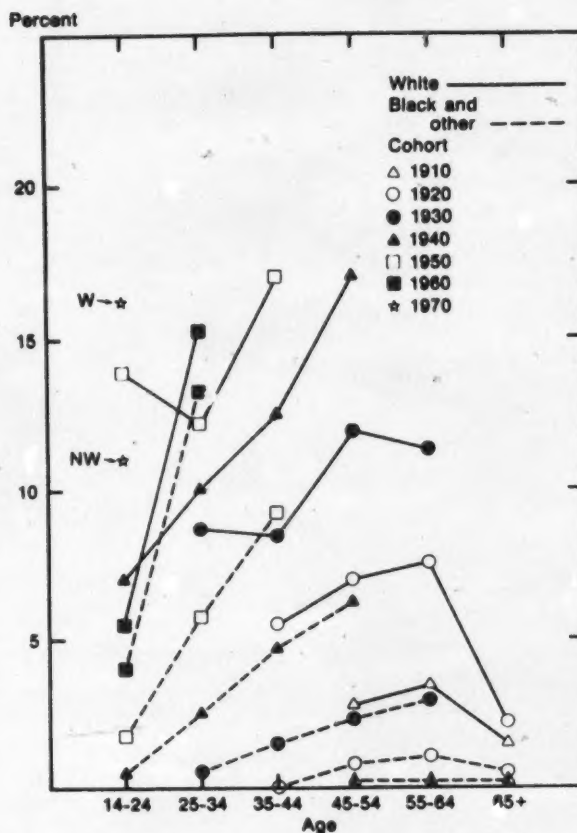


FIGURE 12. PERCENT OF FEMALE COHORTS IN CLERICAL OCCUPATIONS BY AGE AND COLOR.
(COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

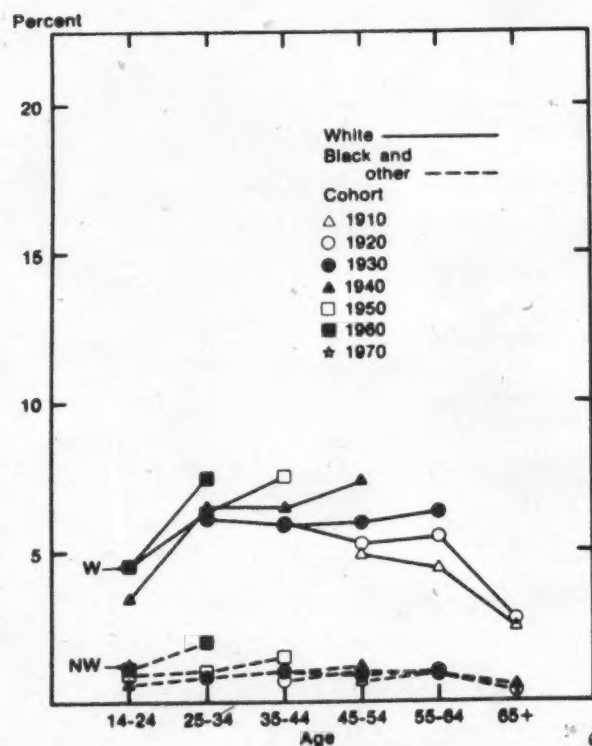


FIGURE 13. PERCENT OF MALE COHORTS IN SALES OCCUPATIONS BY AGE AND COLOR.
(COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

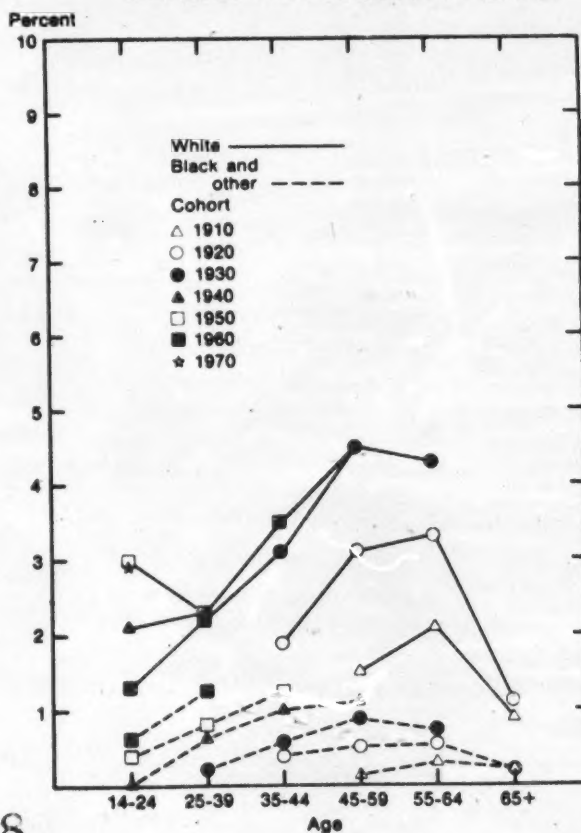


FIGURE 14. PERCENT OF FEMALE COHORTS IN SALES OCCUPATIONS BY AGE AND COLOR.
(COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

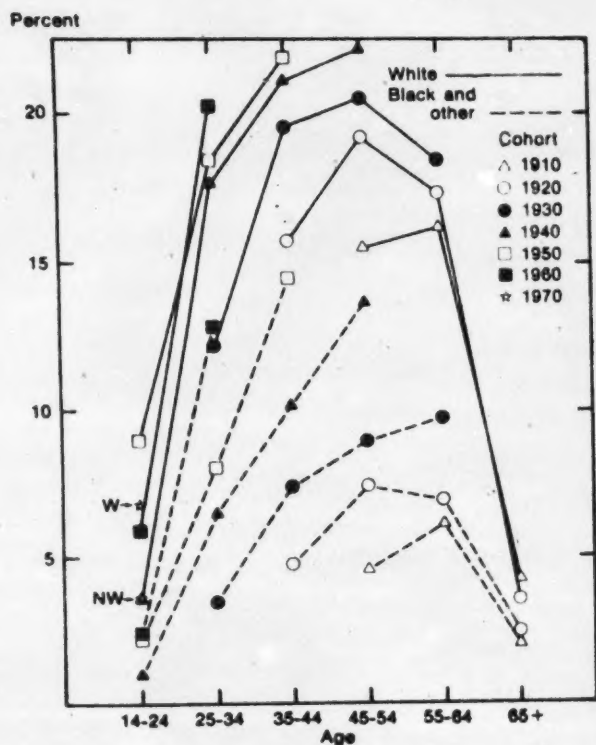


FIGURE 15. PERCENT OF MALE COHORTS IN CRAFTMAN OCCUPATIONS BY AGE AND COLOR. (COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

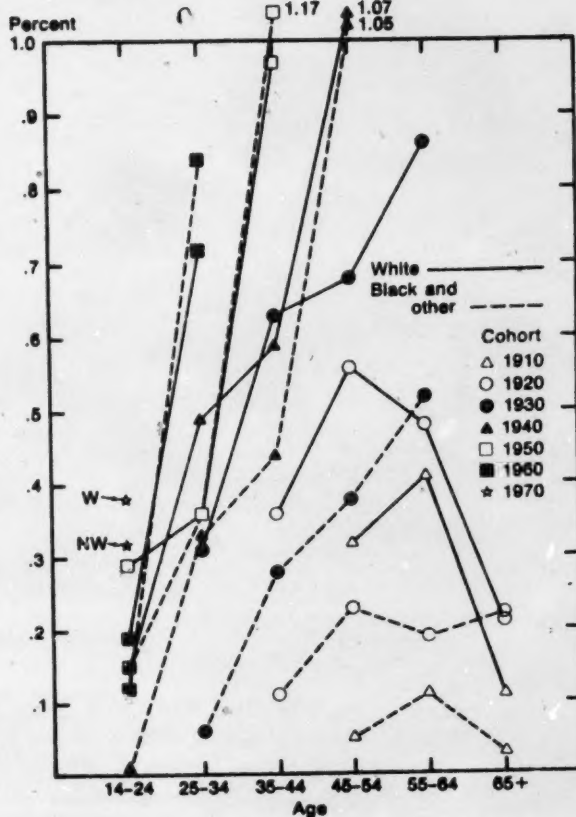


FIGURE 16. PERCENT OF FEMALE COHORTS IN CRAFTMAN OCCUPATIONS BY AGE AND COLOR. (COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

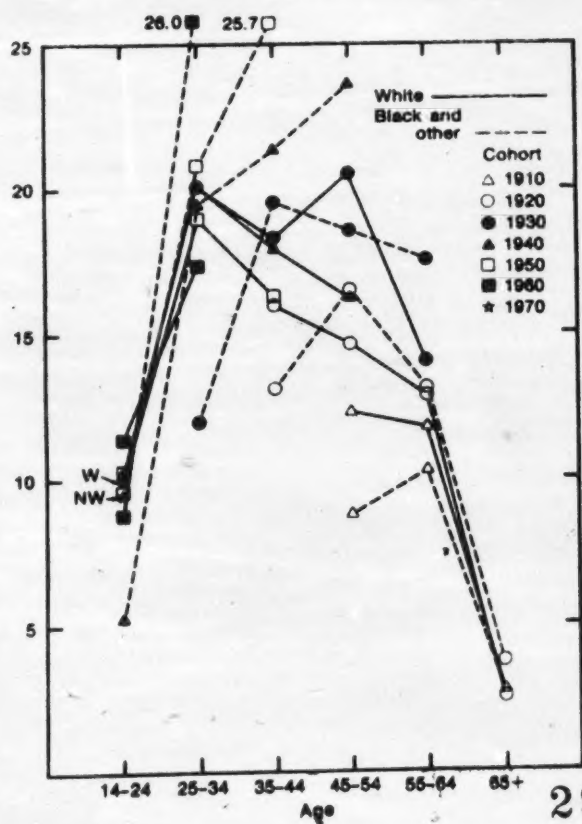


FIGURE 17. PERCENT OF MALE COHORTS EMPLOYED AS OPERATIVES, BY AGE AND COLOR. (COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

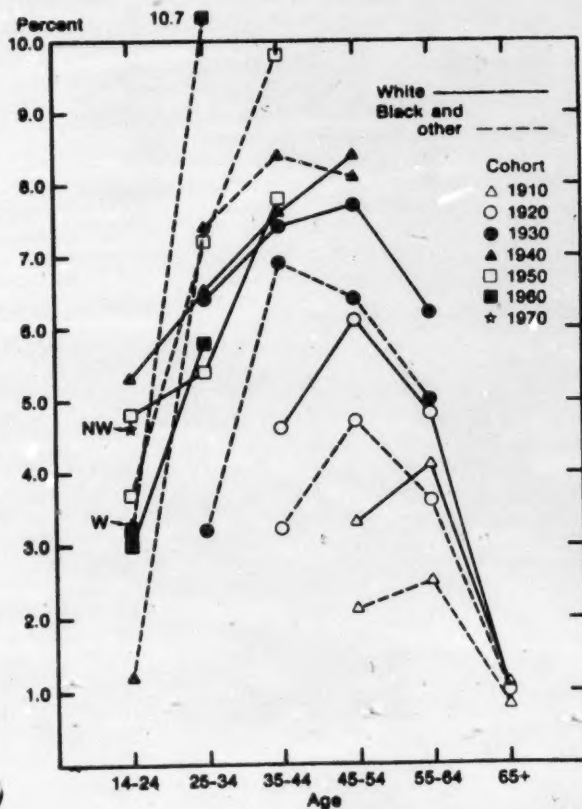


FIGURE 18. PERCENT OF FEMALE COHORTS EMPLOYED AS OPERATIVES, BY AGE AND COLOR. (COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

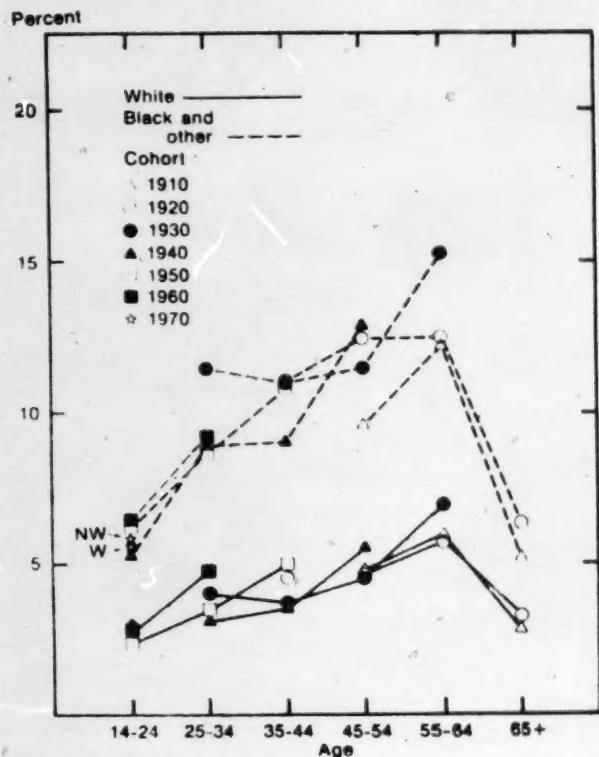


FIGURE 17. PERCENT OF MALE COHORTS EMPLOYED AS SERVICE WORKERS EMPLOYED IN PRIVATE HOUSEHOLDS. (COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE.)

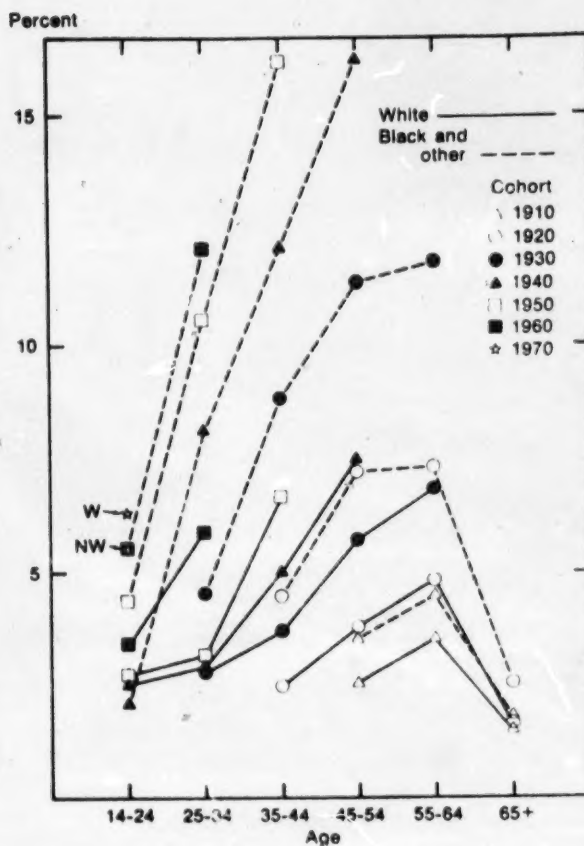


FIGURE 18. PERCENT OF FEMALE COHORTS EMPLOYED AS SERVICE WORKERS EMPLOYED IN PRIVATE HOUSEHOLDS. (COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE.)

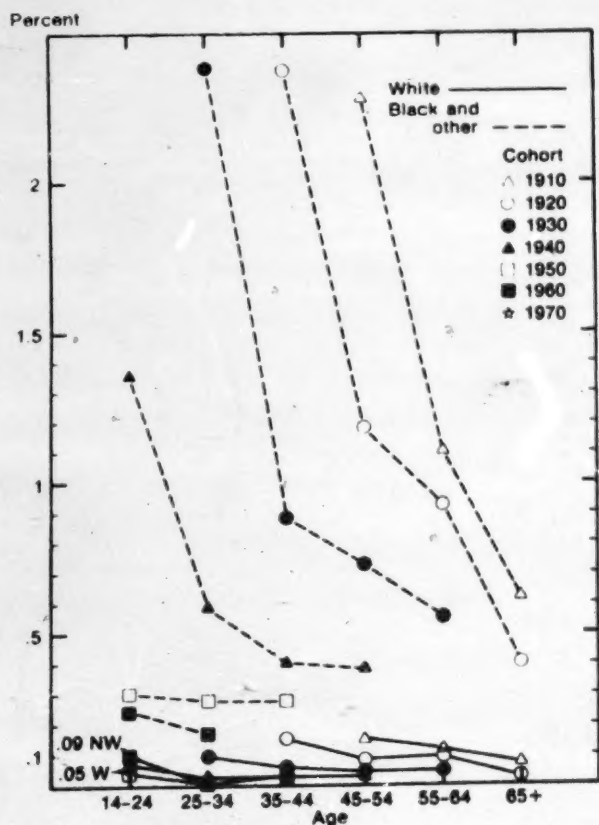


FIGURE 21. PERCENT OF MALE COHORTS EMPLOYED AS PRIVATE HOUSEHOLD MEMBERS. (COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE.)

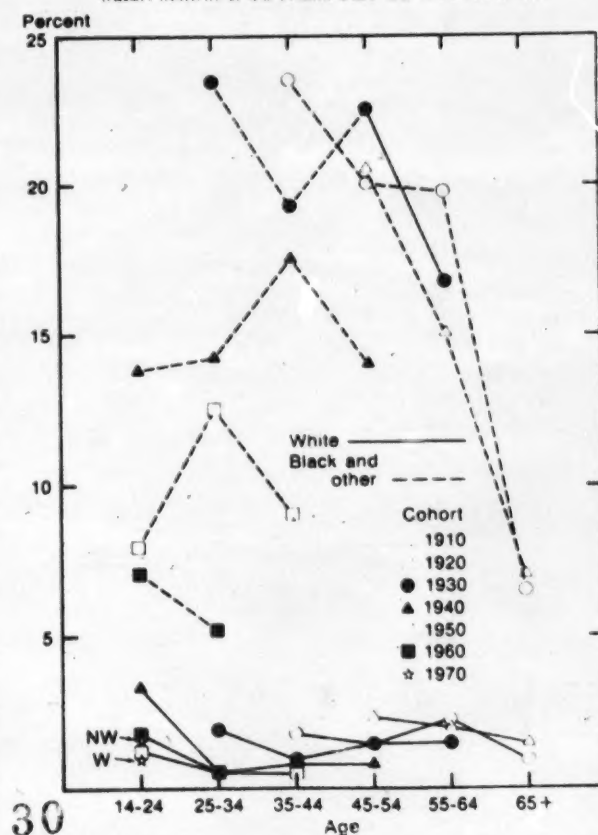


FIGURE 22. PERCENT OF FEMALE COHORTS EMPLOYED AS PRIVATE HOUSEHOLD MEMBERS. (COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE.)

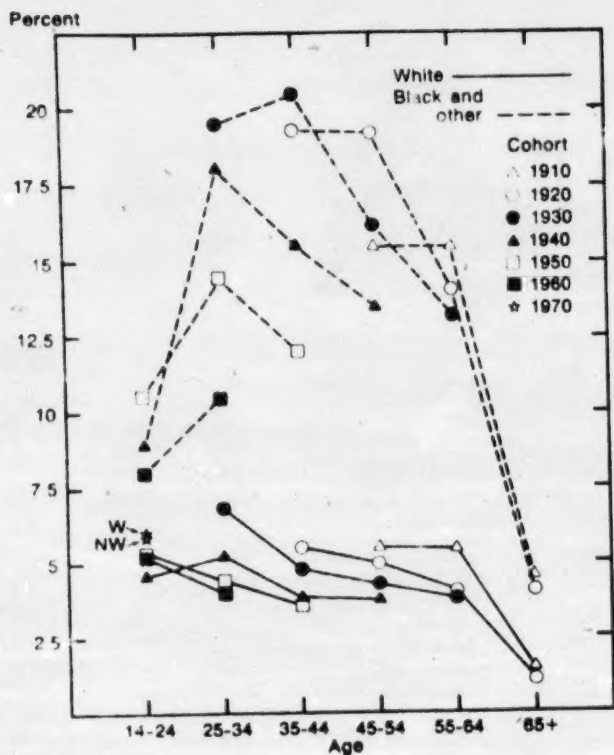


FIGURE 23. PERCENT OF MALE COHORTS EMPLOYED AS LABORERS EXCEPT FARM AND MINE.
(COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

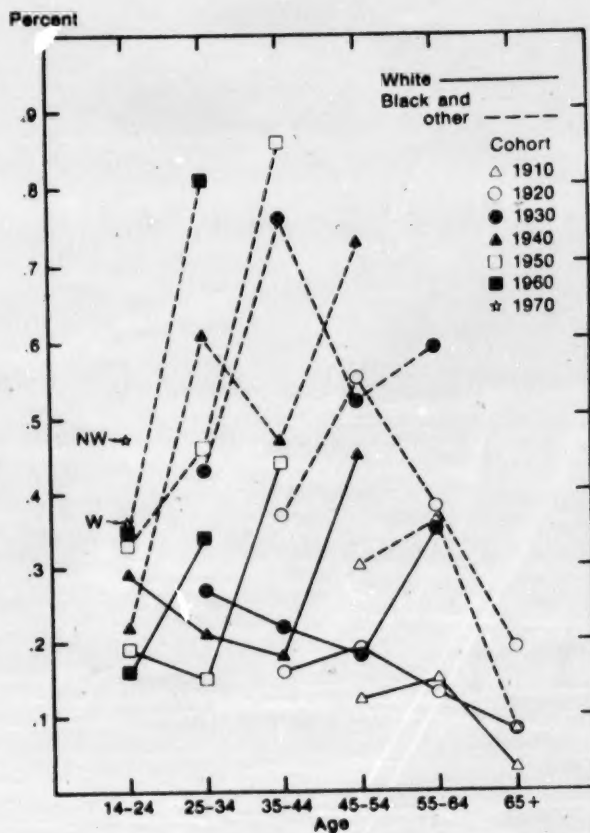


FIGURE 24. PERCENT OF FEMALE COHORTS EMPLOYED AS LABORERS EXCEPT IN FARM AND MINE.
(COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

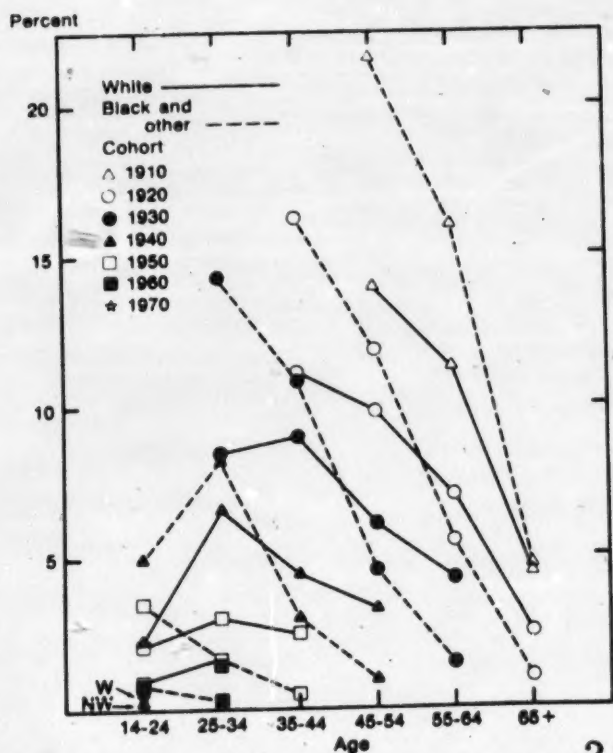


FIGURE 25. PERCENT OF MALE COHORTS EMPLOYED AS FARMERS AND FARM MANAGERS.
(COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

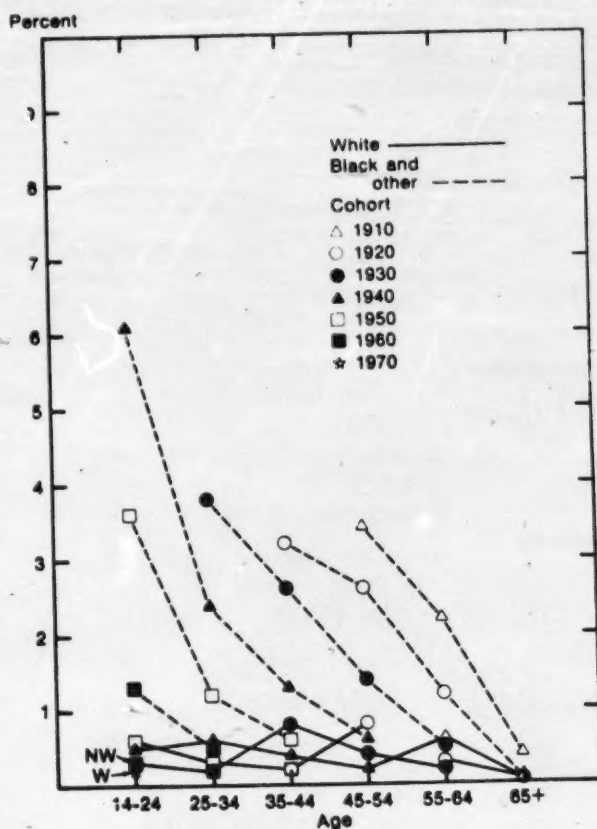


FIGURE 26. PERCENT OF FEMALE COHORTS EMPLOYED AS FARMERS AND FARM MANAGERS.
(COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

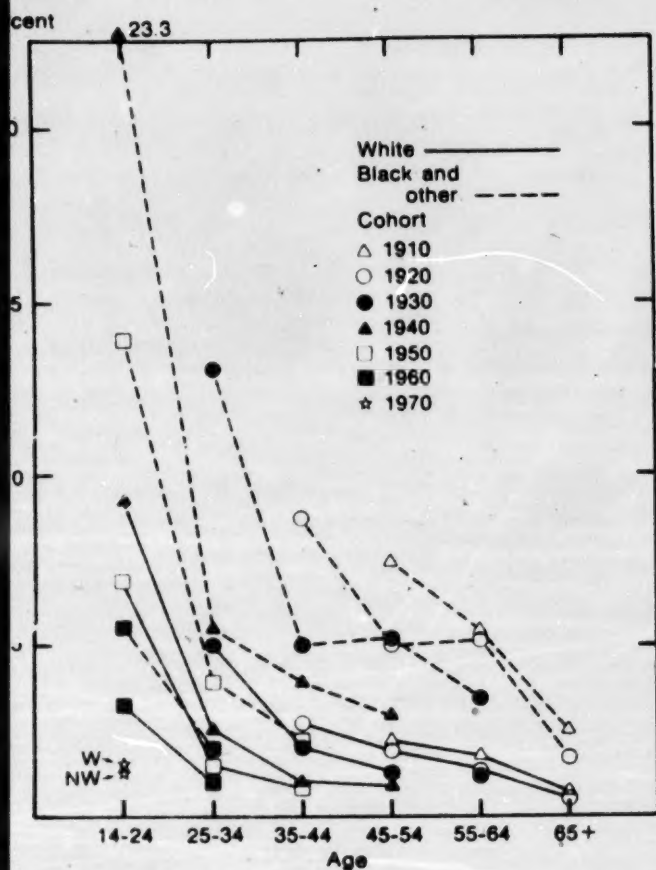


FIGURE 27. PERCENT OF MALE COHORTS EMPLOYED AS FARM LABORERS AND FOREMAN.
(COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

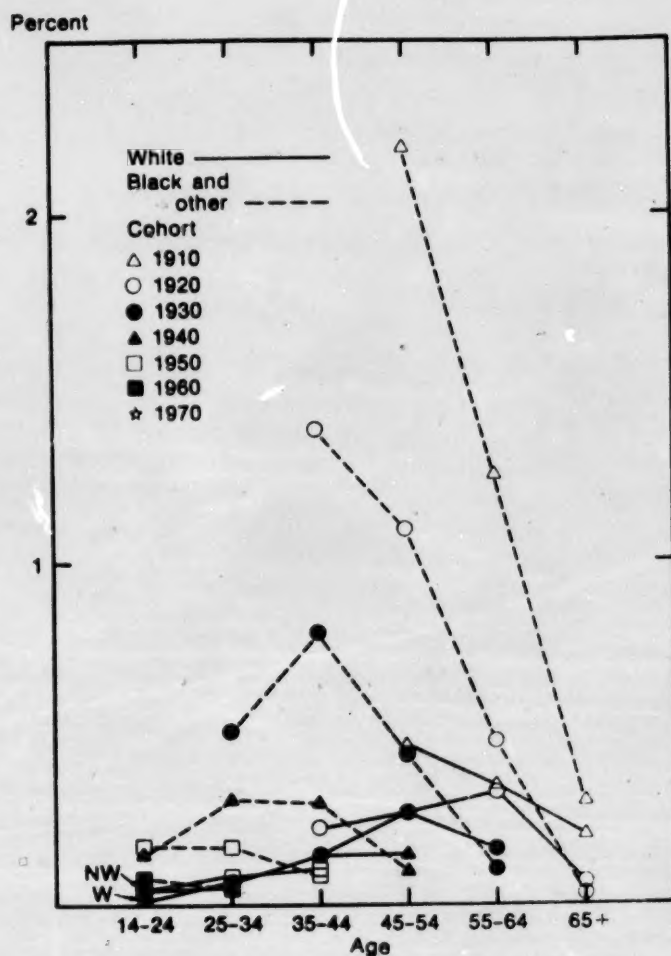


FIGURE 28. PERCENT OF FEMALE COHORTS EMPLOYED AS FARM LABORERS AND FOREMAN.
(COHORTS IDENTIFIED BY YEAR IN WHICH MEMBERS WERE 14-24 YEARS OF AGE).

SOURCES FOR FIGURES

Figure 1. Manpower Report of the President: Transmitted to Congress April 1974. U. S. Govt. Printing Office, 1974. Table A-4, pp.257-8.

Figure 2. 1970 Census of Population. Detailed Characteristics, U.S.Summary, Table 216.

Figure 3. 1970 Census of Population. Detailed Characteristics, U.S.Summary, Tables 216, 217; 1960 Census of Population, Vol. I. Characteristics of the Population, Part 1. U.S.Summary, Table 196; 1950 Census of Population, Vol. II. Characteristics of the Population. Part 1, U.S.Summary, Table 120.

Figure 4. Manpower Report of the President: Transmitted to Congress April 1974. U.S.Govt. Printing Office, 1974. Table A-5, p.259.

Figure 5. 1970 Census of Population. Subject Reports, PC(2)-6A, Employment Status and Work Experience, Table 9.

Figure 6. (Same as Figure 5)

Figures 7-28. Derived from U.S.Bureau of the Census. Sixteenth Census of the U.S. 1940. Population. The Labor Force, Occupational Characteristics, Table 1; 1950 Census of Population, Vol. IV. Special Reports, Occupational Characteristics. P-E No. 1B. Tables 6,7; 1960 Census of Population, U.S.Summary. Detailed Characteristics, Part 1, Table 204; 1970 Census of Population, U.S.Summary, Detailed Characteristics, Table 226.